



CAREFULLY AND PRAYERFULLY EXAMINE THE FOLLOWING STATEMENTS:

- STATEMENT ON BIBLICAL MORALITY
- COMPLIANCE WITH BIBLICAL STANDARDS
- WCA MISSION AND OBJECTIVES
- WCA VISION
- WCA CONFESSION OF FAITH
- CODE OF CONDUCT
- STATEMENT ON RACIAL EQUALITY
- NON-DISCRIMINATION POLICY

NOTE: Please print and read the following statements, if you agree; sign, scan and upload with your online application. This is required before your first interview

STATEMENT ON BIBLICAL MORALITY

Wake Christian Academy (WCA) stands firmly upon the historical truth claims and moral foundations of Christianity. This includes, but is not limited to, the biblical definition of marriage, the attendant boundaries of sexuality and moral conduct, and the clear biblical teaching that gender is both sacred and established by God's design.

Parents or the legal guardians, who choose to enroll their children at WCA, are agreeing to support these and other basic biblical values derived from historical Christianity. Parents understand and agree that WCA will teach these principles and biblical values.

WCA's Board of Directors urges parents to recognize their scriptural responsibility to provide their children with a Christian education and to understand that the primary responsibility for this task rests with the parents. (*Deuteronomy 6:1-9, Psalm 78:5, 6, Proverbs 22:6, Ephesians 6:4*). WCA was founded and continues to operate upon biblical values and the desire and commitment for Bible-believing Christian parents to enroll their children in an intentionally Christian environment.

WCA will accept students who are willing to support the school's Confession of Faith, above-stated positions, and student conduct requirements, and whose parents are willing to allow their children to be educated and influenced in an intentionally Christian environment. Continued enrollment at WCA is contingent upon this same understanding and support by both the student and parents.

WCA is a religious institution providing an education in a distinctly Christian environment, believing its biblical role is to work in conjunction with the home to mold students to be Christ-like. On occasions in which the atmosphere or conduct within a particular home or the activities of the student are counter to or in opposition to the biblical lifestyle the school teaches, the school reserves the right, within its sole discretion, to refuse admission of an applicant or discontinue enrollment of a current student. This includes, but is not necessarily limited to, living in, practicing, condoning, or supporting sexual immorality, including but not limited to, sex outside of marriage, homosexual acts, bisexual acts, gender identity different than the birth sex, promoting such practices, or otherwise the inability to support the moral principles of the school. (*Leviticus, 20:13a, Romans 1:27, Matthew 19:4-6*).

WCA believes that every person is created in the image of God, that human sexuality reflects that image in terms of intimate love, communication, fellowship, subordination of the self to the larger whole, and fulfillment. God's Word makes use of the marriage relationship as the supreme metaphor for His relationship with His covenant people and for revealing the truth that that relationship is of one God with one people. Therefore God's plan for human sexuality is that it is to be expressed only in a monogamous lifelong relationship between one man and one woman within the framework of marriage. This is the only relationship that is divinely designed for the birth and rearing of children and is a union made in the sight of God, taking priority over every other human relationship. (*Genesis 1:27-28; 2:18, 20, 23-24; Isaiah 54:4-8; 62:5b; Jeremiah 3:14; Ezekiel 16; Hosea 2; Malachi 2:14; Matthew 19:4-6; Mark 10:9; John 2:1-2, 11; 1 Corinthians 9:5; Ephesians 5:23-32; 1 Timothy 5:14; Hebrews 13:4; and Revelation 19:7-8*).

WCA believes that to follow the teachings of the Scriptures regarding marriage and divorce we must affirm that sexual relationships outside of marriage and sexual relationships between persons of the same sex are immoral and sinful. We further affirm that heterosexual monogamy is God's plan for marriage, and we regard sexual sin of the spouse, such as adultery, homosexual behavior, bestiality or incest, as the only biblical grounds for considering divorce, and then only when appropriate counseling has failed to restore the relationship. WCA abhors the trend to ignore God's laws of chastity and purity, and vigorously opposes public acceptance of sexual promiscuity and all factors and practices that promote it. The school maintains a biblical view of human sexuality that makes the sexual experience, within the framework of marriage, a gift of God to be enjoyed as communion of a man and woman, as well as for the purpose of procreation. Sexual relationships outside of marriage and sexual relationships between persons of the same sex are immoral and sinful. The depth of the sinfulness of homosexual practice is recognized, and yet we believe the grace of God sufficient to overcome both the practice of such activity and the perversion leading to its practice. (*Exodus 20:14, 17; 22:19; Leviticus 20:10-16; Matthew 5:32; 19:19; Mark 10:11-12; and Luke 16:18*).

Gender differentiation and male/female uniqueness are part of a divine design that God indelibly engraved upon creation. God gives our bodies to us for spiritual and relational purposes, as well as physical ones. It is His desire that the most fundamental distinctions we experience as human beings should remind us that our completeness is ultimately found in communion with Himself and others. For this reason, "The Lord God said, 'It is not good for the man to be alone. I will make a helper suitable for him'" (*Genesis 2:18*). Personal fulfillment involves intimate fellowship and union with God, as exemplified by the ideal of Christ as the bridegroom and the Church as His bride (*Ephesians 5:22-32; Revelation 19:7-9*). Based on our biblical and theological study, there is no argument for a "third gender" or "transgender" among humans. Gender confusion and dysphoria are ultimately the biological, psychological, social and spiritual consequences of the human race's fallen condition. This state of sin affects all persons individually and collectively. While society is at liberty to stigmatize or legitimize any behavior it chooses simply by reclassifying and renaming it, Christians must adhere to biblical boundaries. It is our Christian conviction that renaming them cannot normalize sin and its expressions. We call upon biblical Christians to continue to accept their role as witnesses who speak prophetically about the need for repentance and sanctification in every culture.

WCA believes that every person is created in the image of God and must be afforded compassion, love, kindness, respect, and dignity. (*Mark 12:28-31; Luke 6:31*). God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. (*Acts 3:19-21; Romans 10:9-10; 1 Corinthians 6:9-11*). Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture.



COMPLIANCE WITH BIBLICAL STANDARDS

Christianity is central to the purpose and mission of WCA. For this reason, all WCA affairs are conducted in full accordance with the Bible, WCA's Mission and Objectives, Confession of Faith, and Philosophy of Christian Education, as well as related policies reflecting the WCA's religious nature. Likewise, it is the WCA's policy to employ only committed disciples of Jesus Christ. Consequently, each employee is expected to review and affirm his or her agreement with such standards as a condition for continued employment with WCA, both in terms of doctrinal belief and practical application. For example, all employees are expected to reflect Christian values in their interaction with persons we serve, fellow employees, and others. In addition, employees are required to refrain from behavior that reflects negatively on the WCA's Christian standards. Violation of these requirements shall constitute cause for discipline up to and including employment termination.

Cause for termination and dismissal may include, but is not limited to, any one or more of the following: heterosexual activity outside of marriage, homosexual activity, intemperance, abuse of a student, absent without notification and/or approval (abandonment of position), neglect of duty, scriptural error, or any conduct tending to bring discredit upon the school or upon the teacher that causes a diminishing of his/her effectiveness as a Christian role model for the students of WCA.

WCA MISSION AND OBJECTIVES: The purpose of Wake Christian Academy has three (3) aspects:

1. To be an extension of the Christian home and Bible-believing church, and thus to provide a continuity of training for Christian young people for the purpose of equipping them for the service of God,
 - a. To instill an unshakable belief that Jesus Christ is the Son of God, and, in fact, is God.
 - b. To instill the importance of maintaining biblical standards in all areas of conduct.
 - c. To uphold the Bible as specific in stating the principles which underlie Christian education
 - d. To guide students in achieving self-discipline by applying biblical principles
2. To furnish a Christ-centered, quality education,
 - a. To provide a sound academic education taught with a Christian view of God, man, and the world
 - b. To impart fundamental skills for a life of Christian service
 - c. To build character, responsibility, godliness, and thrift
 - d. To teach enduring patriotism and to develop good citizenship
 - e. To lay the foundation for a vocation
3. To function as a missionary outreach to students and others who may be unsaved in order to bring them to a saving knowledge of our Lord and Savior, Jesus Christ.
 - a. To present the Gospel clearly to each student, realizing we must give an account for their souls
 - b. To instill within students the passion for evangelism
 - c. To teach the personal and biblical skills for proclaiming the Gospel.

WCA VISION: To emphasize the pre-eminence of Christ in life and learning. Col 1:18

WCA CONFESSION OF FAITH: All officers, directors, and staff of WCA shall, as a condition of their employment in WCA, acknowledge in writing their acceptance of, and agreement with the following Confession of Faith:

1. The Bible, both the Old and New Testaments, is the only authoritative, inspired, infallible Word of God and is the final authority in faith and practice. *All scripture is given by inspiration of God, and is profitable for doctrine, for reproof, for correction, for instruction in righteousness: That the man of God may be perfect, thoroughly furnished unto all good works. (II Timothy 3:16-17)*
2. There is one God, eternally existent in the persons of the Father, Son, and Holy Spirit. *I and my Father are one. (John 10:30); Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost: (Matthew 28:19)*
3. The creation of the universe, world, and man in six literal days was a direct act of God. All things were made by him; and without him was not any thing made that was made. (John 1:3); For in six days the LORD made heaven and earth, the sea, and all that in them is, and rested the seventh day: wherefore the LORD blessed the sabbath day, and hallowed it. (Exodus 29:11)
4. The deity of the Lord Jesus Christ, His virgin birth, His sinless life, His miracles, His vicarious and atoning death through His shed blood on the cross, His bodily resurrection, His ascension to the right hand of the Father, His personal return for the rapture of the Church, and the power and great glory at His revelation are essential doctrines to an understanding of the person and work of Jesus Christ. But we see Jesus, who was made a little lower than the angels for the suffering of death, crowned with glory and honour; that he by the grace of God should taste death for every man. (Hebrews 2:9); For I delivered unto you first of all that which I also received, how that Christ died for our sins according to the scriptures; And that he was buried, and that he rose again the third day according to the scriptures: (I Corinthians 15:3-4)
5. For the salvation of lost and sinful men, regeneration by the Holy Spirit is absolutely essential. Not by works of righteousness which we have done, but according to his mercy he saved us, by the washing of regeneration, and renewing of the Holy Ghost; Which he shed on us abundantly through Jesus Christ our Saviour; That being justified by his grace, we should be made heirs according to the hope of eternal life. (Titus 3:5-7)
6. Personal salvation is by faith in the blood of Jesus Christ which He shed on the cross of Calvary for the remission of sins for all who believe. Salvation is the gift of eternal life by the grace of God apart from works. *Not by works of righteousness which we have done, but according to his mercy he saved us, by the washing of regeneration, and renewing of the Holy Ghost; Which he shed on us abundantly through Jesus Christ our Saviour; That being justified by his grace, we should be made heirs according to the hope of eternal life. (Titus 3:5-7); For by grace are ye saved through faith; and that not of yourselves: it is the gift of God: Not of works, lest any man should boast. (Ephesians 2:8-9)*
7. The believer is eternally secure in his salvation through Jesus Christ. *And I give unto them eternal life; and they shall never perish, neither shall any man pluck them out of my hand. My Father, which gave them me, is greater than all, and no man is able to pluck them out of my Father's hand. (John 10:28-29)*
8. There will be a resurrection of both the saved and the lost: they that are saved unto the resurrection of life; they that are lost unto the resurrection of damnation. *For the Lord himself shall descend from heaven with a shout, with the voice of the archangel, and with the trump of God: and the dead in Christ shall rise first: (I Thessalonians 4:16); And I saw the dead, small and great, stand before God;*



and the books were opened: and another book was opened, which is [the book] of life: and the dead were judged out of those things which were written in the books, according to their works. (Revelation 20:12)

9. Believers in our Lord Jesus Christ are joined in a spiritual unity. Behold, how good and how pleasant it is for brethren to dwell together in unity! (Psalms 133:1) Fulfill ye my joy, that ye be likeminded, having the same love, being of one accord, of one mind. (Philippians 2:2)
10. The Holy Spirit is a Person, and He is God, possessing all the divine attributes. He indwells, baptizes, and seals all believers at the moment of their salvation and fills them in response to their confession of sin and yieldedness. Even the Spirit of truth; whom the world cannot receive, because it seeth him not, neither knoweth him: but ye know him; for he dwelleth with you, and shall be in you. (John 14:17); Nevertheless I tell you the truth; It is expedient for you that I go away: for if I go not away, the Comforter will not come unto you; but if I depart, I will send him unto you. And when he is come, he will reprove the world of sin, and of righteousness, and of judgment: (John 16:7-8)
11. God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. Any form of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery, and pornography are sinful perversions of God's gift of sex. God disapproves of and forbids any attempt to alter one's gender by surgery or appearance. (Genesis 2:24; Leviticus 18:1-30; Romans 1: 26-29; 1 Corinthians 5:1, 6:9; 1 Thessalonians 4:1-8; Hebrews 13:4)
12. The family is the basic unit of society established by God, Who intends for it to consist of a man and a woman legally married to each other in a permanent relationship, which may or may not produce children. If the man and woman have children, they are responsible to train and teach those children in biblical principles. (Genesis 2:24; Deuteronomy 6:6-7; Romans 7:2; 1 Corinthians 7:10; Ephesians 5:22-23).
13. We believe all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life. (Psalms 139)

CODE OF CONDUCT

All employees of Wake Christian Academy are expected to abide by the following guidelines:

1. Make daily prayer, Bible study, and witnessing a part of my life
2. Be a member of a Bible-believing church, attend church services regularly unless providentially hindered, and be involved in the programs of the church
3. Use spiritual discernment in choosing to use various forms of the media (i.e., TV, video, movie, internet, etc.) or to participate in any recreational activity
4. Dress modestly and appropriately at all times
5. Abstain from participating in, condoning, or promoting immorality in any form
6. Refrain from using tobacco products, alcoholic beverages, or non-medicinal drugs
7. Live so as to bring honor to God and provide a model for the students

Initials

Whether therefore ye eat, or drink, or whatsoever ye do, do all to the glory of God. (1 Corinthians 10:31)

STATEMENT ON RACIAL EQUALITY

Wake Christian Academy believes that every person is created in the image of God and must be treated with love, compassion, kindness, respect, and dignity. (Mark 12:28-31; Luke 6:31). Everyone has value because they bear the image of God. All are our neighbors and we are to love them as ourselves. (Mark 12:31). Hateful attitudes or behavior directed toward any person or group are inconsistent with God's unconditional love towards all.

God shows no partiality based on race or ethnicity in his offer of forgiveness and redemption to everyone who believes in Jesus Christ. (Acts 10:34-35, Romans 10:9-10). The Bible tells us that God is building a multi-ethnic Kingdom with a bold witness for a lost world. (Revelation 7:9-10). As believers, we all are equal in Christ. We all stood as guilty sinners before God, in need of the same redeeming grace. In Christ, there should be no distinctions. No divisions. No separation. No favorites. Jesus unites us all. (Galatians 3:28, James 2:1-9).

We are grieved that the school which subsequently became Wake Christian Academy was founded in 1966 by a group opposed to the integration of public schools. This was wrong and does not represent the Biblical values that define us and the culture we have worked hard to create over the past several decades. Students from different races and ethnic backgrounds attend Wake Christian, and have done so for many years. We are blessed as our school family becomes more diverse. The Biblical values set forth above will continue to define us as long as Wake Christian Academy exists.

NON-DISCRIMINATION POLICY

Wake Christian Academy admits students of any race, color, national and ethnic origin to all the rights, privileges, programs, and activities accorded to students at the school. We do not discriminate on the basis of race, color, or national and ethnic origin in the administration of the school, admissions, financial aid policies, or any other school-administered programs, including athletics.

The statement of faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of WCA's faith, doctrine, practice, policy, and discipline, our Board of Directors is WCA's final interpretive authority on the Bible's meaning and application.

I SUBSCRIBE WITHOUT RESERVATION TO SUBMISSION TO THE ADMINISTRATION AND BOARD, THE ARTICLES OF FAITH (Mission Statement & Confession of Faith), STANDARDS OF CONDUCT, STATEMENT ON BIBLICAL MORALITY, AND CHURCH MEMBERSHIP REQUIREMENTS.

Printed Name

Applicant Signature

Date

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